



EDUCATION POLICY DEVELOPMENT AND SCRUTINY PANEL

NATIONAL LEARN TO TEACH 2019

REPORT BY DEPUTE CHIEF EXECUTIVE

A. PURPOSE OF REPORT

To update the Education Policy Development and Scrutiny Panel (PDSP) on the National Learn to Teach 2019.

B. RECOMMENDATION

It is recommended that the PDSP notes the content of report.

C. SUMMARY OF IMPLICATIONS

I Council Values	Being honest, open and accountable; providing equality of opportunities; developing employees; making best use of our resources; working in partnership
II Policy and Legal	None.
III Implications for Scheme of Delegations to Officers	None
IV Impact on performance and performance Indicators	None
V Relevance to Single Outcome Agreement	Increasing teacher numbers
VI Resources - (Financial, Staffing and Property)	Covered by existing resources
VII Consideration at PDSP	14 February 2019
VIII Other consultations	None

D. TERMS OF REPORT

D1 BACKGROUND

The council participated in the inaugural National Learn to Teach initiative launched in October 2017. This initiative was designed to attract employees within local government to retrain as primary teachers. There were 20 funded places allocated to our hub which included Falkirk, Clackmannanshire and Stirling Councils.

There were over 50 applications received from West Lothian Council employees with 22 being submitted to Dundee University for entry consideration. Ten of these individuals were successful in gaining a place.

D2 CURRENT PROGRAMME

The ten successful employees started their 18 month part time study with Dundee University in January 2018. Eight employees will complete their PDGE in June and be offered a probationary post if successful in gaining the qualification. Two employees withdrew before undertaking placements.

The council are supporting the initiative by providing school placements to the candidates and allowing them to attend their three six week placements whilst in their current role and at their current salary. All other study commitments are undertaken within their own time.

A copy of the Learning Agreement is attached in the Appendix.

D3 BENEFITS TO THE COUNCIL

The initiative will help to increase teacher numbers for the council if the current candidates successfully complete their course of study.

The initiative has also allowed some of the participating employees to seek a successful outcome for themselves as they were in posts at risk as a result of the Transforming Your Council programme. Their posts were in Active Schools, Community Sport and Community Youth Services.

Those who successfully complete their PDGE will resign from their post to take up a probationary teaching place generating vacancies and creating capacity which may be beneficial to those seeking redeployment.

D3 NATIONAL LEARN TO TEACH 2019

The Scottish Government has confirmed that the National Learn to Teach Initiative will continue in 2019, with an intake of students in August 2019. Dundee University is planning an information night on the 14 February before inviting applications.

As in 2017 this will be delivered by Dundee University who will provide funded places for local government employees to undertake their PDGE qualification to be a primary school teacher.

There has been a continuing interest from council employees over 2018, with a number indicating their intention to apply if the opportunity is provided again.

The University of Dundee also offered an 18 month PGDE Programme for secondary teachers for STEM subjects (Mathematics, Chemistry, Physics, Home Economics and Computer Studies). The aim of this programme is to help reduce the shortage of teachers in STEM subjects. Students are financially supported and at the end of the programme are both fully qualified and fully registered teachers.

This is a full time programme and council employees have to resign their employment to take up this opportunity. The council publicised this opportunity to employees in November 2018.

E. CONCLUSION

National Learn to Teach 2019 is a government funded initiative designed to increase teacher numbers through retraining local government employees as primary school teachers whilst continuing in their current employment.

The programme was run in 2017 and has provided 8 employees with the opportunity to retrain as primary teachers, some of whom are in jobs at risk.

The key council commitment in supporting this initiative is to allow employees to undertake the placements required to complete the PDGE qualification to be a primary school teacher whilst continuing in their current role.

F. BACKGROUND REFERENCES

None

Appendices/Attachments: Appendix – Learning Agreement

Contact Person; Chris Keenan, Senior HR Adviser

Email: chris.keenan@westlothian.gov.uk

Tel: 01506 281419

Elaine Cook,

Depute Chief Executive

Date of meeting: 14 February 2019

West Lothian Council

National Learn to Teach Initiative

Learning Agreement

This Learning Agreement has been developed to ensure that individuals participating in the Learn to Teach Programme are aware of the support that will be provided by West Lothian Council both during the 18 month training programme and probationer placement. It also sets out expectations of individuals participating in the programme and requires to be signed prior to any support being made available by West Lothian Council.

Learn to Teach is an innovative national programme supporting our employees to retrain into the teaching profession, whilst increasing the supply of teachers to work within West Lothian schools.

Individuals will be expected to have fully considered the time commitment involved in undertaking both the training and probationer placement prior to applying to take part in the programme. Employees are encouraged to be mindful of their own health and wellbeing during the period of study.

The academic component of the programme consists of:-

- Introductory days – at the University of Dundee (2 days)
- Attendance at Workshops – 8 across the 18 months mainly on Saturdays
- Summer School – 2 weeks in summer – at the University of Dundee

In addition to face to face sessions students will participate in a range of online learning materials including online lectures.

Conditions of the Agreement

- Employees will be required to work their normal contractual hours for the duration of the programme, with the exception of placement weeks.
- Tuition fees will be paid by the Scottish Government direct to the University of Dundee.
- If the Introductory days at Dundee University fall on an employee's normal working day they will be released to attend without having to pay back lost working time.
- Services will release employees for 18 weeks of school placement (3 blocks of 6 weeks). During the school placements, employees will continue to receive their normal pay.
- Placements will be subject to employees obtaining a satisfactory PVG check
- Employees will be expected, where possible to schedule any meetings with the university outwith their normal working days. If this is not possible, any lost working time should be made up via the use of flexi, TOIL or annual leave, in agreement with their line manager.
- Employees who participate in the Council's flexi time scheme will continue to have access to this, however it will not be available when undertaking school placements.

- Employees will be expected to meet any additional costs associated with the course including the cost of books and study materials.
- The Council will endeavour to provide the necessary support to enable employees to successfully complete the training programme and probationer placement. However should an employee fail a placement for reasons of performance, illness or for any other personal circumstance and therefore be required to complete additional placement weeks, they will be expected to use annual leave or apply for unpaid leave for the additional placement weeks.

The following will not be available to employees:

- The use of work time for personal study.
- Travel time and financial costs associated with travel in relation to the programme.
- Paid time off to attend the two weeks of summer school (employees will be required to use annual leave).

Management Arrangements

Current line management arrangements will continue whilst employees undertake the programme and employees are expected to follow the normal arrangements for sickness, requesting annual leave, etc. Employees will not be granted leave during school placement weeks. Employees will also be required to report any sickness absence to the University as well as their line manager whilst on placement.

Probation Year

Following successful completion of the programme (i.e. upon graduation), employees will be assigned a probationary teaching position within the West Lothian area subject to the necessary PVG check. It is at this time that employees will be required to resign from their substantive post and transfer to Teachers' terms and conditions of employment. Salary placement will be on the probationer teacher point of the Teachers' Salary Scale.

Employees will also revert to the Scottish Teachers' Superannuation Scheme. Local Government Pension Scheme benefits will be preserved until employees retire, unless they choose to transfer their benefits to the Teacher's Scheme. Those wishing to transfer their benefits will be required to do so, within 12 months of commencing employment as a probationer teacher. There is no break in continuous service between the employee's substantive post, probationer placement and first teaching post.

First Teaching Post

The Council is committed to taking all steps to ensure that all probationer teachers have the greatest opportunity to secure future employment with us. All probationary teachers will therefore be guaranteed an interview in the January/ February following the commencement of the one year probationer placement. Those successful at interview will be considered for a teaching post within any West Lothian school subject to the relevant pre-employment checks, as part of the Annual Teachers' Staffing Exercise. Probationer teachers who do not secure a teaching post may be offered supply work and placed in vacancies across the West Lothian area as they arise.

The council expects that those who have been supported through the Learn to Teach Programme by the council will continue in employment with by West Lothian Council during the probationary period and for a period of at least 2 years after qualifying as a teacher.

Agreement

I, (Block Capitals)

Residing at

Employed by West Lothian Council as a (Block Capitals)

Agree that in exchange for certain facilities provided to me by West Lothian Council to enable me to carry out a course of study, hereby agree and undertake to complete the PGDE Primary qualification.

The information you have provide will be used by West Lothian Council (the 'data controller' for the purposed of the Data Protection Act 1998) in order to process your qualifying course application. The information will be held securely by the Council and will be treated as confidential except where the law requires it to be disclosed.

Signed

Date